



# NYC CIVILIAN COMPLAINT REVIEW BOARD (CCRB)

## *NYPD's Proposed Changes to the Disciplinary Matrix*

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# Introduction

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- NYPD established its Disciplinary Guidelines in January 2021.
- Commonly referred to as the “Matrix.”
- They are designed to be updated periodically by the NYPD.

# Purpose of the Matrix

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1. Establish uniformity of penalties.
2. Inform the members of service of the consequences of misconduct and violation of the NYPD Patrol Guide.
3. Show transparency of discipline of the members of service to the community that it serves.

# NYPD/CCRB Memorandum of Understanding

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- CCRB entered into a Matrix Memorandum of Understanding (“MOU”) on February 14, 2021.
- In that agreement, CCRB and NYPD agreed to use the penalty guidelines set forth in the Matrix for its recommendations and only deviate from the Matrix in extraordinary circumstances.
- On May 18, 2023, NYPD announced proposed changes to the Matrix.

Misconduct	Mitigated Penalty	Presumptive Penalty	Aggravated Penalty
<b>Unlawful Entry / Search</b> (Substantial physical presence or remaining)	Training (non-formal discipline)  Changed from: 5 penalty days	10 Penalty days	20 Penalty Days
<b>Threat of Force / Police Enforcement / Removal to Hospital</b> (without justification)	Training (non-formal discipline)  Changed from: 5 penalty days	10 Penalty days	20 Penalty Days
<b>Failure to Process Civilian Complaint</b>	Training (non-formal discipline)  Changed from: 5 penalty days	10 Penalty days	20 Penalty Days
<b>Discourtesy</b>	Training (non-formal discipline)  Changed from: 5 penalty days	5 Penalty days	10 Penalty Days
<b>Offensive Language</b>	1 Penalty Day Changed from: 10 penalty days	20 Penalty days	Termination

# PUBLIC COMMENT

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Our community has an opportunity to comment on these proposed changes to the NYPD's Matrix. You can go to the NYPD's Policy page on their website and click on "Comment Submission Link."

Link: <https://www.nyc.gov/site/nypd/about/about-nypd/public-comment.page>